



Project SEARCH

A NEW ADULT PROGRAM AT SHAW INDUSTRIES



Enhancing Lives



Supporting Employment



Contributing to the Community



*Together.....
Everything is Possible*

- Started 1957
- Private non-profit agency
- Supports adults with developmental disabilities
- Provides:
 - Community Access
 - Supported Employment
- Person Centered Approach:
 - Individual choice
 - Self-Determination
 - Human Rights



"Disability is a matter of perception....."



"See me for my abilities not my disabilities....."



Cross Plains
Community Partner
Dalton, Georgia





Shaw FLOORS

- World's largest carpet manufacturer
- Headquartered in Dalton, Georgia
- Founded in 1967
- Annual revenue of \$4 billion
- Global provider of carpet, rugs, hardwood, laminate, tile & stone, turf and services for residential and commercial markets
- World's largest carpet fiber producer



Why an Adult Program?

- National emphasis moving towards young adults entering employment.
- Lack of transition programs for young adults after completion of High School.
- More work training provides enhanced marketable skills.



Why Shaw Industries?

- Largest manufacturing employer in Georgia.
 - 25,000 Associates living the values of honesty, integrity, & passion.
- Shaw is active in the community.
 - Board Member – Josh Killion employee at Shaw
- Values the perspectives and talents of diverse people.



How did the process begin?

- Cross Plains Leadership– developed organizational strategic plan.
- Board Member connected Cross Plains with the right people at Shaw.
- Cross Plains Leadership presented idea to Shaw
- Project SEARCH Shaw Champion –
 Lisa Buice, Corporate Diversity Manager
 Christi Sparks, Corporate EEO Manager

How did Shaw Industries propose Project SEARCH?

- Shaw Project SEARCH champions benchmarked with another local program to identify needs, costs and requirements.
- A business plan was developed, to include a budget proposal, description of program, and benefits for the company and participants.
- Presentation was made to business leaders.
- Discussion of potential concerns: liability, worker's compensation, compensation, etc. occurred.
- Logistics of program were determined: job rotations, office location, classroom, etc.



Shaw's Commitment to Project SEARCH

The partnership with Project SEARCH will be significantly beneficial to the participants and to Shaw:

- Facilitating opportunities for young adults to further their success;
- Supporting the development of the growing talent pipeline of people with disabilities;
- Extending Shaw's philanthropic reach by assisting with transferrable, marketable, and competitive skills to these individuals, who are important and valuable contributors in our community.



Who are the partners?

- **Shaw Industries**
 - Host Site
- **Cross Plains Community Partner**
 - Supported Employment Agency
 - Job Coach
- **Vocational Rehabilitation**
 - Technical Assistance
 - Employment Support as needed
- **Georgia Council on Development Disabilities**
 - Technical Assistance



Where did the financial support come from?

- All interns are Vocational Rehabilitation Clients – contract with Cross Plains to provide SE Job Coaching.
- Shaw
- United Way
- Possible grants

How were the participants selected?

- Referrals from Vocational Rehabilitation and Georgia DBHDD
- Person Centered Interview
- Assessment – Entrance Rubric



What is the design?

- Job Coach
 - also the instructor
- Follows a March –November calendar
- Office space and work space at 2 different sites



What does transportation look like?

- To and From Home - Family
- One individual drives himself
- One site to the other – a CPCP staff transports interns to the office each afternoon from work site



What does the daily schedule look like?

- 8:00-8:30 – Arrive
- 8:30 – Work day begins
- Lunch taken depending on department – 30 minutes allotted, up to one hour as approved
- 2:00 – Work day ends
- 2:30-3:30 – Office time



What are the rotations?

- Mail & Print Services
- Customer Service
- Carpet Values & Marketing Fulfillment
- Recycling





How Were the Rotations Determined?

- Focus on a central location Shaw Industries' Corporate Campus.
 - HR Managers on the Corporate Campus attended a meeting about Project SEARCH and were challenged to speak with their managers about the program and what a Project SEARCH position might look like in their work area.
 - During a follow-up meeting HR Managers brought back the ideas to the Project SEARCH Shaw team.
 - Job descriptions were developed from the tasks outlined and the first Shaw/Project SEARCH rotations were determined.
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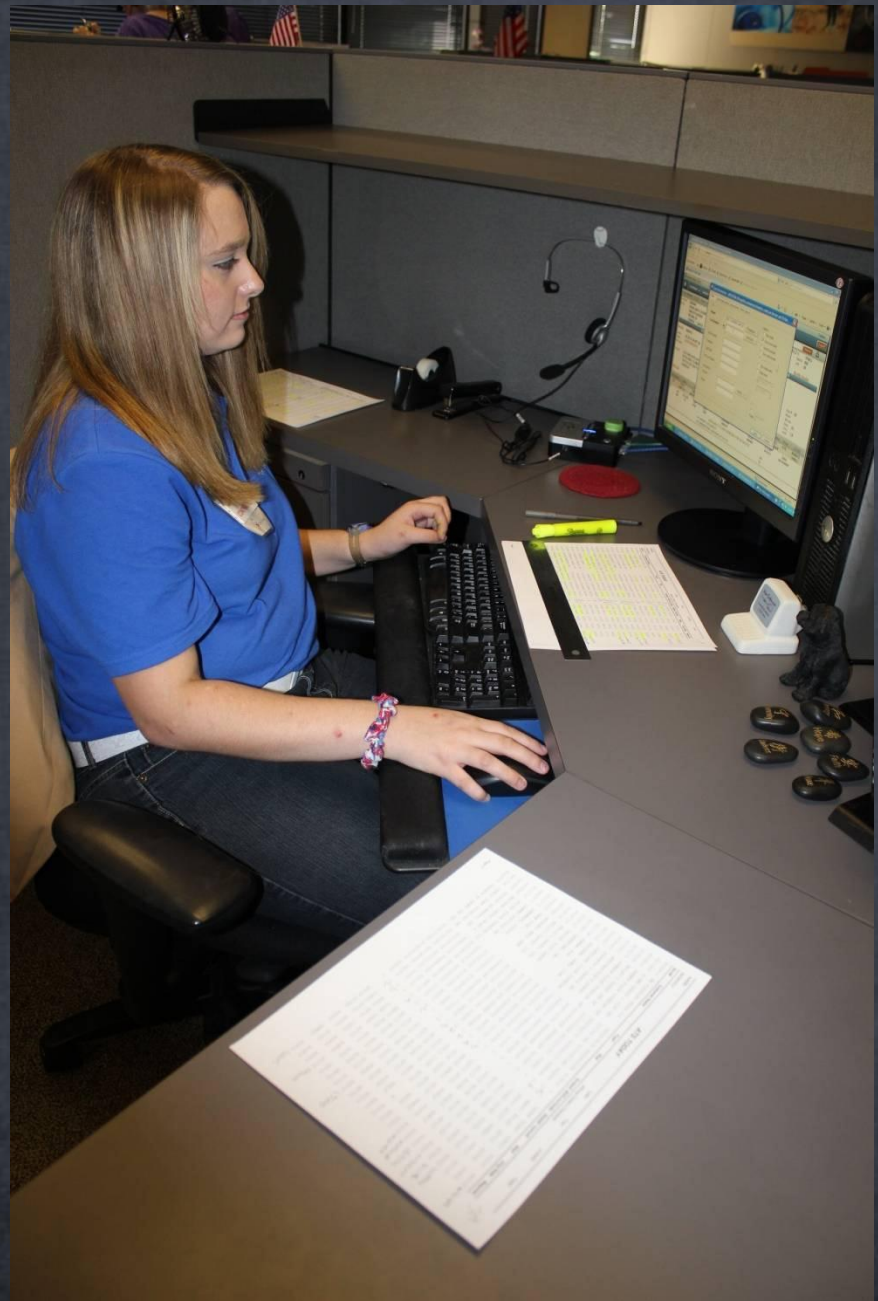
Mail & Print Services

- Sort incoming mail
- Deliver mail in administration building to designated areas of all six floors
- Assemble, create, package, and sort as needed for special projects



Customer Service

- Identify order tracking information and format into computer-based faxing system
- Fax new shipping dates to customers
- Make phone calls to secure or confirm tracking and shipping information



Carpet Values & Marketing Fulfillment

- Maintain organization of carpet store warehouse
- Make sure show room items are in the proper locations and presentable
- Prepare and package marketing resources to be mailed



Recycling

- Transport containers of confidential papers to pick-up location
- Check all plastic and aluminum recycle bins in three corporate buildings and empty as needed
- Chart recycling volume and trends and report them to supervisor



What Curriculum is Used?

- The new Project SEARCH curriculum.
- Adapted for an adult environment.
- Focusing on:
 - Goal setting
 - Presentation Skills
 - Computer Skills
 - Money Management

Developing One Page Profiles

- Interns Developed a profile to share with supervisors, mentors and co-workers that included:
 - Strengths & Attributes
 - Interests & Hobbies
 - Important for me
 - What others need to know to support me



NAME

Updated
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**STRENGTHS &
ATTRIBUTES**

One Page Profile

- Humorous
- Inquisitive
- Expert in trains
- Good with computers
- A Strong Personality

Interests & Hobbies

- Trains
- Watching Trains
- Photographing Trains
- Riding Trains
- Creating Model Railroads
- Playing Train Simulators on Computers
- Playing Video Games
- Looking at Train-Related Websites
- Favorite TV Shows—Ice Road Truckers, Pawn Stars, Only in America with Larry the Cable Guy, Top Shot, Swamp People, Storage Wars, Dog the Bounty Hunter, Parking Wars, Billy the Exterminator, Wheel of Fortune, Jeopardy, America's Funniest Home Videos (AFV), Deadliest Catch, Mythbusters, Dirty Jobs, Ghost Adventures, Alaska State Troopers, Bones, Iron Chef America
- Favorite Movies—All of the Harry Potter movies, every Pirates of the Caribbean movies, each Transformers movies, The Polar Express, Star Wars: Episodes 1-6, both National Treasure movies

IMPORTANT FOR ME...

- To not get distracted from my job by a train
- Remember sometimes I talk loud, really loud
- I say things that are not appropriate for the time I say them. I need to remember where I am.
- I can be sarcastic.
- I am very literal and accurate.

What others need to know to support me...

- To have a window not facing railroad tracks.
- I tend to get really loud sometimes and do not know it. Please let me know kindly when I get to loud.
- If I talk about inappropriate things at the wrong time, let me know when and where I should say them, and remind me whenever I do this.
- If I am sarcastic, it can be taken as a mean comment, but I do not mean it that way.
- Sometimes I tend to clarify facts, and sometimes I may take remarks personal, because I like accuracy, even though it could be a joke, just remind me it's a joke.

Mission, Vision and Values

- The interns brainstormed the purpose of Project SEARCH Shaw, developing their very own mission and vision statement.
- The interns gave 4 words each to describe their values for the program.
 - The words were narrowed down by category
 - They were narrowed further by process of elimination.





Project SEARCH



Vision

To find suitable careers for all our interns.

Mission

Project SEARCH Shaw will teach various life and job skills that will lead to independent living.

Values

Reliable

Respectful

Hard Working


Determined

Challenges

Cross Plains:

- Long-Term Financial Support
 - For Project SEARCH at this site
 - For individuals needing employment assistance into the future – beyond Vocational Rehabilitation

Shaw Industries:

- Liability
 - Workers Compensation
 - Confidentiality
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Successes

- Natural supports within departments
- Support from Shaw Industries
- Core team meets monthly
- Matching environment to personal needs
- Level of ability and maturity of interns exceeded expectations



Contact Information

- Christi Sparks – Corporate EEO Manager
christi.sparks@shawinc.com
- Elizabeth Hunter – Supported Employment Coordinator
ehunter@optilink.us
- Aaron Marcelli – Job Coach
aaron.marcelli@shawinc.com